

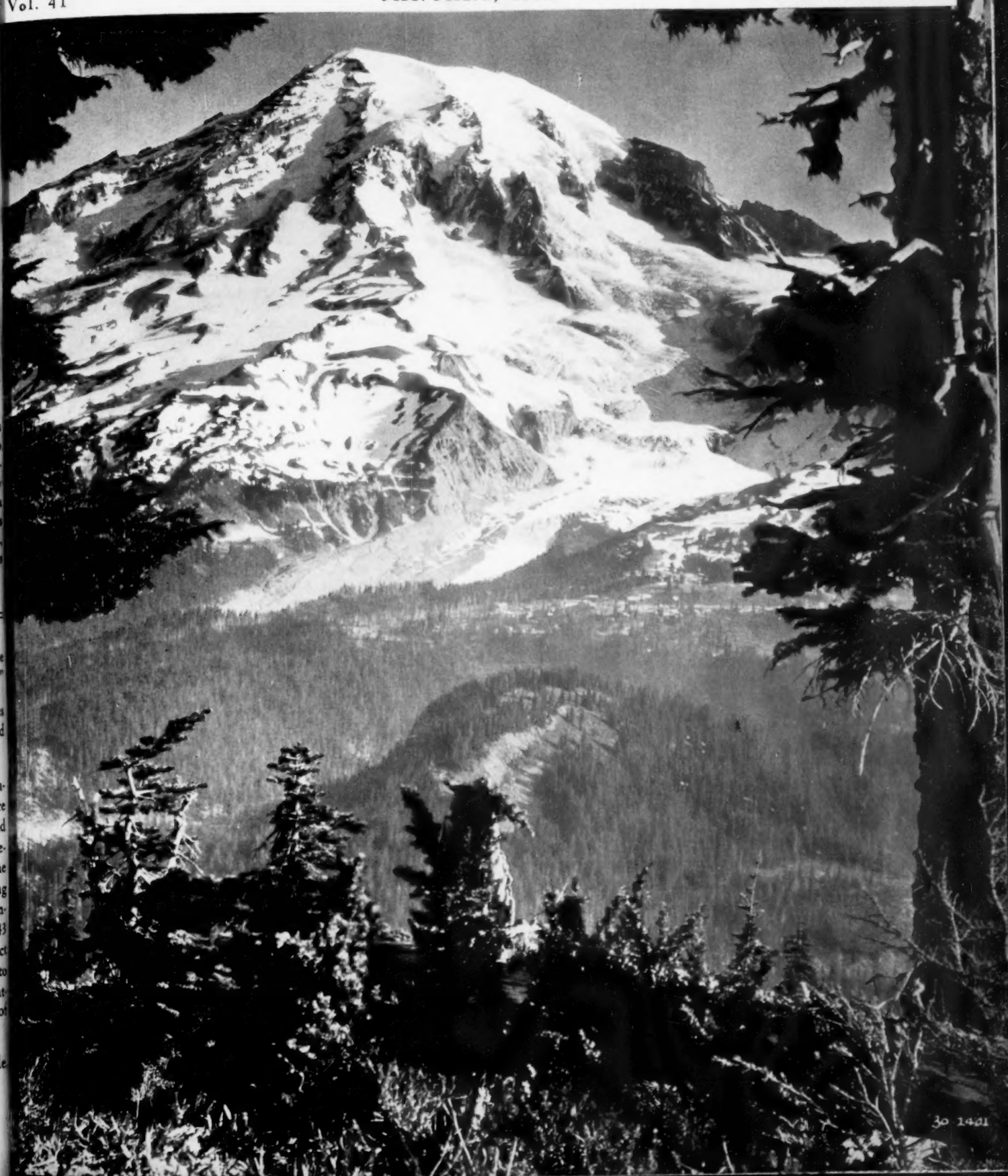
# The CONFERENCE BULLETIN

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NATIONAL CONFERENCE OF SOCIAL WORK

Vol. 41

JANUARY, 1938

Section 1, Number 2



## THE CONFERENCE BULLETIN OF THE

National Conference of Social Work  
82 North High Street, Columbus, Ohio

**President:** Solomon Lowenstein, New York City  
**Treasurer:** Arch Mandel, Dayton, Ohio  
**General Secretary and Editor of the Bulletin:**  
Howard R. Knight, Columbus, Ohio



### JANUARY, 1938

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1937-38

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## Where Are They Now?

**B**ULLETINS and other Conference mail sent to the following National Conference members have been returned unclaimed. If you know the present addresses of these people or corrections in names if any have been misspelled—please write to the National Conference office at once.

Abbot, Amy G., Sacramento, California  
Bailey, Mrs. F. E. L., Council Bluffs, Iowa  
Benner, Paul V., Kansas City, Missouri  
Bissonnette, Louise, Amidon, North Dakota  
Bloodworth, Annabelle, Nashville, Tennessee  
Boyd, Esther, New York City  
Brenner, Bernice, Chicago, Illinois  
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Dobney, Frank, Rochester, Minnesota  
Domrese, Walter J., Bismarck, North Dakota  
Drischel, June, Milwaukee, Wisconsin  
Goodale, Esther, Roanoke, Indiana  
Gilmore, Samuel, Charleston, West Virginia  
Hains, Frances B., Montreal, Canada  
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Hearsey, Mildred, Richmond, Virginia  
Hiles, Jean T., Hancock County, Maine  
Hughes, Margery, Frankfort, Kentucky  
Kipp, Lenna, Defiance, Ohio  
Klein, Gertrude, South Bend, Indiana  
Lindley, Edith, Louisville, Kentucky  
Lightburn, Helen, Sandusky, Ohio  
Momson, Elizabeth K., Chicago, Illinois  
Munsell, Gertrude, Rolla, Missouri  
Myers, Mary Cary, Hartford, Connecticut  
Nison, Charles, New York City  
Oliver, Arline, Philadelphia, Pennsylvania  
Pigotti, Florence G., South Pasadena, California  
Rabin, Constance F. S., Richmond, Virginia  
Reicherter, Faye, Carrollton, Ohio  
Ripley, Edna, Long Beach, California  
Rogers, Elizabeth S., New York City  
Ryan, Catharine, Chicago, Illinois  
Saher, Fred, San Francisco, California  
Sandrow, Rabbi Edward T., Portland, Oregon  
Scheffer, Beth, Seattle, Washington  
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Sinclair, Catherine G., Kokomo, Indiana  
Thomas, Mary Lou, Cannelton, Indiana  
Tibbs, Marjorie Drissell, Cincinnati, Ohio  
Todd, Jean J., Franklin, Kentucky  
Tyler, Emma French, Washington, D. C.  
Vickers, L. Mildred, Cincinnati, Ohio  
Vogt, Herbert, Washington, D. C.  
Whiteside, E. H., Shelbyville, Indiana  
Wilson, Esther, Madison, Indiana  
Wood, Mrs. Katherine D., New York City

## Cover Picture

**T**HE photograph on the cover shows Mount Rainier. Paradise Valley, Paradise Inn, many of the Alpine Canyons and Nisqually Glacier—all within 90 miles of Seattle by automobile—are in the foreground.



## ON TO SEATTLE

### Conference City Offers Beautiful Setting and Excellent Facilities for Annual Meeting; Plans Announced for Session Opening June 26

EVERY Conference city has something distinguishing it above every other. It may be the quaint Continental atmosphere of one, the refreshing ocean shore of another, or an advantageous mid-continent location of a third.

Seattle, the 1938 Conference city, has many attractions so distinctive and so distinguishing that they point to pleasure ahead for all who attend the 65th Annual Meeting of the National Conference of Social Work June 26 to July 2. The Queen City of the Northwest is proud of its grand scenery; its pleasing Summer climate, its recreational and vacation attractions, its plentiful convention facilities, its hospitality. Rightfully, too. In keeping with these pleasing features, a first-rate Conference program is being arranged for this summer's meeting . . . a program which digs vitally into current social problems.

A visitor to Seattle encounters so many "things to see" that he is in the midst of world-famous sights almost before he is aware of it. Approaching the city—from east, north or south; by train, automobile or plane—one is treated to the spectacle of high, rugged mountains, elbow-close, and vast, virgin forests sliced only by tumbling mountain streams. Nearer the city, the mountains level off into wooded and meadowed foothills, the forests to farms and pastures, the rushing streams to navigable waterways. Always in the background to the west is the Olympic Range; to the east, the Cascades and the snowy peaks of Rainier and Baker.

Seattle itself is a Western metropolis of approximately 400,000 population built on a wide, protected harbor: a constant host to ships from all the world's ports. Indeed, the city is virtually surrounded by water, as it, itself, surrounds water. Two fresh water lakes lie within its borders: Lake Union and Green Lake, the former connected by a navigation canal with Puget Sound. One shore of a third, Lake Washington, forms the city's eastern boundary. Between its lakes and bays, Seattle's pleasant residential districts spread over its seven hills.

The delegates to the 65th Annual Meeting who are interested in unusual sights will have plenty of points to cover. Such, for example, as the waterfront where ocean-going vessels load and discharge cargoes; Chinatown; curio shops with authentic Indian, Oriental and Alaskan merchandise; splendid shops and stores; fishermen's wharves; public markets where farmers sell their own-grown vegetables, fruits and produce; the Government locks, second in size only to the Panama Canal locks; the frozen fish aquarium; the Seattle Art

Museum; the 582-acre University of Washington campus with its Tudor-Gothic buildings; the numerous parks and public beaches.

Or they might board a Puget Sound steamer for a ride of less than an hour to Bremerton, the United States naval base and shipyard, or other Sound ports. Or take a Lake Washington ferry for a short, refreshing ride across the lake and back. Or go by bus or one's own car to Mount Rainier and the Alpine scenery of Paradise Valley, 90 miles away, or Snoqualmie Falls, 30 miles away.

For those seeking after-Conference recreation, there are the picturesque San Juan Islands; Vancouver and Victoria, B. C. (only a few hours from Seattle); Alaska; Hawaii; California—and, indeed, all of the mountain, lake and shore country of the Rocky Mountain and Pacific area.

All this is to be found in a delightfully temperate Summer season. Seattle's usual summer days are clear, sunny and warm; its evenings, clear and cool. Refreshing breezes off Puget Sound and the lakes temper the atmosphere comfortably.

Your problem of how to reach the Conference city comfortably, speedily and inexpensively is a simple one. Seattle is served by four American transcontinental railroad lines: the Great Northern, Northern Pacific, Union Pacific and Chicago, Milwaukee, St. Paul and Pacific. In addition, it is the western American terminus for the Canadian Pacific and Canadian National Railroads. It is the home port of a splendid and large fleet of vessels operating between Seattle, California, Alaska and the Far East, and is served through California ports by great passenger ships sailing from the East Coast through the Panama Canal. Seattle is connected with other Pacific Coast cities by two paved highways, one of them along the Coast and through the Redwoods of California; the other through the fertile Sacramento Valley. Excellent transcontinental highways feed into the city from the east, as well. Three airlines connect directly from eastern, northern and southern points with frequent daily flights.

The western railroads quote low rates in three classes of travel, a point which often pleasantly surprises travelers from Eastern cities unfamiliar with the "bargain rates" on some of the finest trains in the west.

Preliminary arrangements for the Seattle meeting are completed. The headquarters hotel for the National Conference of Social Work will be the Olympic, recognized nationally as a superior hotel. Headquar-

ters for Conference week will be the Senator Auditorium, which is in the downtown area and very near several of the twenty-three hotels designated for use of Conference delegates.

Comfortable and more than ample housing in modern hotels is promised the thousands who are expected to attend the Seattle meeting. Nevertheless, the familiar—and true—precautionary warning of past years holds again this year: make your hotel reservations early. The choicest accommodations are the first to go, and hundreds of requests for reservations already have been received by the Seattle Hotel Men's Association. In order to facilitate assignment of rooms, the Association urges that insofar as possible delegates reserve double rooms, planning to share them with roommates. A reservation form is printed on page 20 of this Bulletin.

Fifty associate and special groups plan to meet with the National Conference of Social Work. As usual, a few will start their meetings shortly in advance of the annual meeting, then blend their programs into that of the National Conference.

The 65th Annual Meeting will open Sunday evening, June 26, at Seattle's Civic Auditorium. At this first

general session Dr. Solomon Lowenstein will deliver his presidential address. Four other general sessions will follow: Monday, Tuesday and Friday evenings and Saturday afternoon when the final Conference luncheon will close the session. The curtain will raise on the Social Work Publicity Council Follies once more at that fun session Wednesday evening. Thursday evening the president's reception will be held.

The daytime meetings of the National Conference will be divided among five sections covering social case work, social group work, community organization, social action and public welfare administration, and seven special committees. The committees will deal with care of the aged; inter-relations of employment, insurance and compensation services and social work; medical care; prevention and social treatment of blindness; social aspects of children's institutions; social treatment of the adult offender, and statistics and accounting in social work.

Twenty-five years have passed since the National Conference last met in Seattle in 1913. This year's program, of exceptional high quality, is a fitting one to mark the return to an exceptional host city.

Now it is on to Seattle!

## Honolulu Conference Set

**H**ONOLULU will be the scene of a post-Conference social work convention which is expected to attract a number of delegates from the mainland following the close of the 65th Annual Meeting in Seattle. The dates set for the Hawaiian meeting are July 13 to 16.

All plans and arrangements for the session are being made under the auspices of the Territorial Conference of Social Work. According to an announcement from Honolulu, a ship is scheduled to leave Victoria, B. C., July 5, arriving in Honolulu July 12. Minimum rates of \$150 for the round trip are quoted. Additional information may be obtained from George F. Hamilton, United Welfare Fund, 510 Hawaiian Trust Building, Honolulu.

## Special Train To Seattle

**S**PECIAL through trains carrying Conference delegates from New York City and way points to Seattle, with all-expense scenic side trips, are being arranged by Survey Associates. Mollie Condon of the Survey is in charge and will be pleased to supply full information.

Plans for one train provide for arrival in Seattle Sunday morning, June 26, the opening day of the 65th Annual Meeting, after a day's visit to Glacier National Park and a motor trip through the park. Another "special" is timed to arrive in Seattle Friday morning, June 24.

## Section Nominations

**I**F you have suggestions for officers to be elected in 1939 to head the five Conference sections, please communicate with the chairmen of the section nominating committees. The section nominating chairmen will be pleased to receive your suggestions as soon as possible so they may complete their lists of nominees. The lists will be presented to the Conference membership at the 65th Annual Meeting in Seattle.

Names and addresses of the nominating committee chairmen follow:

**Section I, Social Case Work**—Elizabeth G. Gardiner, University of Minnesota, Minneapolis, Minn.

**Section II, Social Group Work**—Roy Sorenson, National Council, Young Men's Christian Association, 19 S. LaSalle St., Chicago, Ill.

**Section III, Community Organization**—Earl N. Parker, Seattle Community Fund, 307 Douglas Building, Seattle, Wash.

**Section IV, Social Action**—John A. Fitch, New York School of Social Work, 122 E. 22nd St., New York City.

**Section V, Public Welfare Administration**—William J. Ellis, Department of Institutions and Agencies, Trenton, N. J.

## 7200 Names In Directory

**T**HIS issue of the Conference Bulletin appears in two sections, the annual membership directory being Section 2. The directory lists the names of more than 7,200 individuals and agencies maintaining memberships in the National Conference of Social Work.

## DRIVE FOR NEW MEMBERS OPENS

### National Conference of Social Work Starts Nation-Wide Campaign for Needed Income to be Secured through Increase in Membership

By ELWOOD STREET

**Y**OU don't want to stop healthy growth. But you do want to reduce the pangs of growing pains.

An idea akin to this swept through the collective mind of the Executive Committee of the National Conference of Social Work a few weeks ago when the committee members determined that something *should*—rather, something *must*—be done to ease the financial growing pains of the National Conference. It was during a regular Executive Committee meeting in New York City that the committee members collided with the facts. Confronting them was the realization that the services the National Conference provides cost real money: more money today than five or ten years ago, because they are better services and are sought by many thousands more persons than ever before. They realized the growth from a simple to a complex organization has been a natural and healthy one, but that the pains—the financial pains—are very severe, because seemingly in the great field of social work so many have appeared to let George do the financing.

The committee members clearly observed these points: that—

Here is one of the most potent, best organized national forums ever to serve a professional group. Here is an organization whose sixty-five years have been consumed in nurturing and helping develop organized social work in America. This organization annually provides a dynamic social work congress completely set up and ready for effortless participation by any social worker or layman interested in the problems of human welfare. The Conference has more than a score of offspring-organizations in specialized fields of social

**A** POINT that even many of the staunchest Conference supporters often overlook is that the job performed by the National Conference of Social Work costs money . . . enough money to produce thorough and constructive results. Right now the National Conference is working to free itself from a worrisome financial bogeyman by raising its 1938 income to the level which the Conference Executive Committee determined essential. Under way is a campaign designed to build up income by building up membership support. The Executive Committee appointed Elwood Street, director of Public Welfare of the District of Columbia, chairman of a Special National Membership Committee to carry the campaign through. In this article, Mr. Street explains the plan and the need for the drive.

service, with which it maintains close relationship for the general betterment of social work.

Here is an organization serving professional social work in a way that no other does—with almost unlimited potentialities for expansion; an organization numbering more than 7000 members—twice the membership of five years ago; an organization providing vital, new services to a profession which now numbers tens of thousands more workers than it did a few brief years ago.

In short, here is our National Conference of Social Work. And because of a detachment in-

dulged by thousands of social workers and social agencies, this great national forum has been forced to pinch along financially with utmost uncertainty.

Now, the Executive Committee honestly believed that the social workers of this country, when informed of the circumstances, will do their part in supporting an organization that means so much to them in services rendered. Thereupon, the Executive Committee undertook the job of seeing that the National Conference in 1938 receives adequate financing to enable it to continue its present services, to afford a sound plan of expansion and to clean up a discouraging deficit that steals along from year to year, sapping Conference strength. With cooperation from the social workers and social agencies of the United States, this job should prove a comparatively easy one.

The story is this: The National Conference of Social Work supports itself through membership payments—never depending upon funds, foundations or contributions for regular income. When membership payments have lagged, the Conference income has lagged. How the Conference has come through so well



up to this time is a story so familiar to Conference members that it scarcely provokes second thought. But it is impossible to suppose that wholesome growth can continue when financing lags so consistently.

What the National Conference of Social Work needs—right now, in 1938—is a membership income of \$54,500. That sum represents just 33 percent more membership income than the National Conference received in 1937. And that, in the opinion of the writer, is small payment when it insures so much.

In order to carry through this financing plan, the Executive Committee authorized and created from among its members a Special Membership Committee consisting of the following seven persons: Josephine C. Brown, Washington, D. C.; Florence W. Hutsinpillar, Denver; Betsey Libbey, Philadelphia; Roy Sorenson, Chicago; Dr. George S. Stevenson, New York City; Alfred F. Whitman, Boston, and the writer, who was named chairman. As is the entire committee, I am grateful for the opportunity to be of service to the National Conference, and as chairman shall be glad to devote the time and energy necessary to see this campaign to a conclusion. The committee counts on the help of social workers throughout the nation in this spirit.

The essentials of the new plan are:

1. To increase the Conference membership income by 33 percent over the 1937 figure—which would increase the income of the National Conference of Social Work in 1938 to a total of \$54,500.

2. To secure this increase by raising the total 1937 membership payments in each community of the country by 33 percent or more, according to local possibilities and efforts.

3. To divide the country into membership regions, centered about cities of 100,000 population or more and state capitals—a total of 111 regions.

4. To secure a membership chairman in each region who will assume the obligation of seeing that the total income of his region will be at least 33 percent greater in 1938 than it was in 1937.

5. That the Special Membership Committee will aid each regional membership chairman in recruiting a working committee and in every other way that will bring success to the campaign.

The preliminary work is accomplished. Membership regions have been established and individual quotas determined. Men and women throughout the country have agreed to undertake the hard part of the job: responsibility for raising regional quotas.

What each regional chairman and his committee needs now is the unqualified support of Conference members and prospective Conference members. The plan will succeed nationally only as it succeeds regionally. Moreover, if the plan succeeds as we of the committee expect it to do, all thought of Conference retrenchment will vanish.

Any member of the National Conference can help by serving on regional committees if called upon to do so, by convincing non-member friends and agencies in social work that Conference membership is a true investment in better social work, by submitting names of prospective members to me in care of the National Conference in which case the names of the prospects will be dispatched to the proper regions for follow-up.

Reports of the success of the campaign will be printed in ensuing issues of the Conference Bulletin. In the next issue, membership regions will be listed according to percentages reached during the months of January, February and March.

The campaign is on. With united support we will succeed! Following are the membership regions, chairmen who so far have accepted the responsibility, and quotas. The April Bulletin also will list the names of regional chairmen.

Membership Region	Chairman	Membership Value, 1937	Quota, 1938
ALABAMA			
Montgomery.....		\$ 208.00	\$ 277.00
ARIZONA			
Phoenix.....		57.00	76.00
ARKANSAS			
Little Rock.....		163.00	217.00
CALIFORNIA			
San Francisco.....	C. M. Wollenberg.....	455.00	606.00
Sacramento.....		15.00	20.00
Oakland.....	Harry J. Sapper.....	88.00	117.00
Los Angeles.....	Joseph Bonapart.....	435.00	579.00
San Diego.....		26.00	35.00
COLORADO			
Denver.....	Florence W. Hutsinpillar.....	281.00	374.00
CONNECTICUT			
Hartford.....		335.00	446.00
New Haven.....		285.00	379.00
Bridgeport.....		201.00	268.00
DELAWARE			
Wilmington.....		131.00	175.00

## REGIONAL MEMBERSHIP QUOTAS FOR 1938

(Continued)

DISTRICT OF COLUMBIA		
Washington.....	Elwood Street .....	1,197.00      1,592.00
FLORIDA		
Miami.....	Elizabeth A. Cooley.....	26.00      35.00
Tampa.....		20.00      27.00
Jacksonville.....	Marcus C. Fagg.....	57.00      76.00
GEORGIA		
Atlanta.....		212.00      282.00
IDAHO		
Boise.....	Louise Cuddy .....	44.00      59.00
ILLINOIS		
Chicago.....	Roy Sorenson .....	3,947.00      5,250.00
Peoria.....		174.00      232.00
Springfield.....	Grace E. Cone.....	335.00      446.00
INDIANA		
Fort Wayne.....	Robert H. Stroud.....	255.00      330.00
South Bend.....		283.00      377.00
Gary.....		190.00      253.00
Indianapolis.....		2,238.00      2,977.00
Evansville.....	Mrs. Irene G. Emanuel.....	219.00      292.00
IOWA		
Des Moines.....		627.00      834.00
KANSAS		
Kansas City.....		117.00      156.00
Wichita.....		93.00      124.00
Topeka.....		79.00      105.00
KENTUCKY		
Louisville.....		695.00      925.00
LOUISIANA		
New Orleans.....		444.00      591.00
Baton Rouge.....	R. E. Arne.....	63.00      84.00
MAINE		
Portland.....		123.00      164.00
MARYLAND		
Baltimore.....		637.00      848.00
MASSACHUSETTS		
Boston.....	Alfred F. Whitman.....	1,628.00      2,166.00
Fall River-New Bedford.....		63.00      84.00
Worcester.....		208.00      277.00
Springfield.....		195.00      260.00
MICHIGAN		
Detroit.....		1,073.00      1,428.00
Flint.....		158.00      211.00
Lansing.....		262.00      349.00
Grand Rapids.....	C. C. Ridge.....	324.00      431.00
MINNESOTA		
Minneapolis.....	David C. Liggett.....	646.00      860.00
St. Paul.....		517.00      688.00
Duluth.....		118.00      157.00
MISSISSIPPI		
Greenwood.....		49.00      66.00
MISSOURI		
St. Louis.....		1,188.00      1,580.00
Kansas City.....	John D. Neal.....	429.00      571.00
Jefferson City.....		57.00      76.00
MONTANA		
Missoula.....		51.00      68.00
NEBRASKA		
Omaha.....	C. F. McNeil.....	170.00      227.00
Lincoln.....	Louis W. Horne.....	96.00      128.00

## REGIONAL MEMBERSHIP QUOTAS FOR 1938

(Continued)

NEVADA		
Seward.....	8.00	11.00
NEW HAMPSHIRE		
Manchester.....	36.00	48.00
Concord..... Harry O. Page.....	61.00	82.00
NEW JERSEY		
Montclair-Newark.....	914.00	1,216.00
Trenton-Camden.....	306.00	475.00
NEW MEXICO		
Santa Fe.....	71.00	95.00
NEW YORK		
New York City..... Dr. George S. Stevenson.....	5,541.00	7,370.00
Albany.....	328.00	437.00
Utica.....	50.00	67.00
Syracuse.....	156.00	208.00
Rochester.....	380.00	506.00
Buffalo.....	468.00	623.00
NORTH CAROLINA		
Charlotte..... J. Howard T. Falk.....	59.00	79.00
Raleigh..... Anna A. Cassatt.....	165.00	220.00
NORTH DAKOTA		
Bismarck.....	169.00	225.00
OHIO		
Cleveland.....	1,167.00	1,553.00
Akron..... E. J. Larrick.....	168.00	224.00
Youngstown.....	139.00	185.00
Canton.....	99.00	132.00
Toledo.....	361.00	481.00
Columbus..... Stockton Raymond.....	528.00	703.00
Dayton..... Edward V. Stoecklein.....	274.00	365.00
Cincinnati.....	697.00	927.00
OKLAHOMA		
Oklahoma City..... E. J. Keyes.....	191.00	255.00
OREGON		
Portland..... Loa Howard.....	140.00	187.00
PENNSYLVANIA		
Philadelphia..... Betsey Libbey.....	1,522.00	2,025.00
Reading.....	94.00	125.00
Scranton..... Dwight W. Weist.....	171.00	228.00
Harrisburg.....	188.00	250.00
Erie..... R. O. Loosley.....	78.00	104.00
Pittsburgh..... Maurice Taylor.....	737.00	981.00
RHODE ISLAND		
Providence.....	283.00	377.00
SOUTH CAROLINA		
Columbia.....	108.00	144.00
SOUTH DAKOTA		
Huron.....	60.00	80.00
TENNESSEE		
Memphis..... H. T. King.....	77.00	103.00
Nashville..... Elizabeth W. Nairn.....	135.00	180.00
Chattanooga..... M. W. Brabham.....	56.00	75.00
Knoxville.....	71.00	95.00
TEXAS		
Houston..... Harold J. Matthews.....	109.00	145.00
Dallas.....	152.00	203.00
Fort Worth..... Henry G. Bowden.....	20.00	27.00
Austin.....	28.00	38.00
San Antonio.....	51.00	68.00
El Paso.....	15.00	20.00

(Continued on Page 12)



## NEW MEETING POLICY PROPOSED

### Conference Will Vote on Plan Changing System of Selecting Host Cities, Rotating Annual Meetings Among Five Sections of U. S.

**A**BOUT two years ago the Executive Committee of the Conference realized the fact that the growth of the Conference in size had made our method of selecting the time and place for our annual meetings obsolete. The increasing cost both in money and in personnel to the local social work group under our existing arrangement, making the Conference accessible to all sections of the country and at the same time meeting in cities that had reasonably comfortable facilities, present many problems. The Executive Committee therefore appointed a special committee with Paul Beisser as Chairman and the following members:

Mary L. Gibbons, New York City; Albert H. Jewell, Kansas City, Mo.; Rhoda Kaufman, Atlanta, and George W. Rabinoff, New York City.

This committee gave careful study to the whole question, and the report submitted herewith is the result of its work. At a meeting of the Executive Committee in Indianapolis, the question of regional conferences was brought forward again and referred to this same committee. At the same time three new members were added to the committee, as follows:

David H. Holbrook, New York City; Eugene Kinckle Jones, New York City, and Harold J. Matthews, Houston.

This report therefore represents the work of the original committee and that of the additional members who have participated in the formulation of the final report.

In brief, the committee recommends the establishment of the Time and Place Committee as an administrative committee of the Conference, appointed by and subject to the direction of the Executive Committee. It places upon the Executive Committee the establishment of certain criteria for the selection of a host city and gives some suggestions as to what those criteria should be. It provides for a process of rotation of meeting places according to a definite plan which will make the Conference accessible to different sections of the country, and, finally, it makes suggestions as to new arrangements, particularly financial agreements, between the host city and the Conference which should result in a fairer distribution of the costs incident to the annual meeting.

The Executive Committee gave the whole report very careful consideration at its last meeting and unanimously voted its approval with the recommendation that the amendment to the Constitution and By-laws which is necessary to provide for the new Time and

Place Committee and to carry out the purport of the report be adopted at the annual business session of the Conference. The report in full is printed herewith so that all members of the Conference may have an opportunity to study it so as to be prepared to vote at the annual business session in Seattle next June.

### The Committee Report

Your Committee has spent the past year and a half in careful study of the many problems related to the question of time and place of the National Conference, and desires to submit its report herewith.

The Committee has made an inquiry by questionnaire from representative social workers in all of the cities in the country which might be able to handle the Conference. It has discussed the problems in conversations with leading representative social workers. Procedures by which large national conventions choose their time and place and organize the administration of their Conference machinery have been studied. The problems of Conference finances with relation to any possible changes have been studied, and as well the questions of registration and attendance as revealed by the studies conducted by the General Secretary's office. The General Secretary has made available a wealth of information about the past experiences of the Conference. The Committee has had the able assistance as consultants of two outstanding Convention experts, Donald M. Mumford of the Hotel Pennsylvania, New York, and Albert Skean of the Atlantic City Convention Bureau.

### STATEMENT OF THE CASE

The Committee has given attention to discussion of the situation with which the Conference is faced, which gives cause for reconsideration of the process of selecting the place for the Conference meeting, along the following lines:

1. Although there have been some early conferences, such as Washington, 1923, with rather large registrations, it is only the last years which have demonstrated that the normal expectancy of annual registrations is much above the average for the period prior to 1930. It is reasonable to expect a continuing increase in the size of the National Conference meetings. The large increase in the number of social workers, due to the public welfare developments of the past three years has only begun to reflect itself in increased attendance. An estimate made by Ralph Hurlin of the Russell Sage Foundation indicates that there were somewhat more

than 40,000 social workers at the time of the 1930 census. The increasing membership of the American Association of Social Workers is perhaps a better indication of the increasing size of the group from which our attendance primarily comes. At any rate all indications point to a constituency and the probable future attendance of a size beyond that which we have experienced, or which has been contemplated by most people. The obvious conclusion is that only a relatively small number of the cities of the country have the facilities to accommodate the Conference of this size.

2. A second phase of change is in the character and distribution of the group of social workers constituting our potential attendance. This is due largely to the growth in the public welfare program. It means that areas of the South and West, which in the past contributed very little to our attendance, now have a fairly large number of workers. Because of the rapid increase, many workers are not trained in the traditional manner and are bound to make use of Conferences so far as possible for their professional value. The conclusion is that the Conference must have some means of making itself accessible to such areas, if these workers are to have an opportunity to attend.

3. As long as the majority of social workers were concentrated in urban areas, there was likely to develop in the larger cities a desire to entertain the Conference and to have the missionary values of it. The Committee's inquiry indicates that this desire to entertain the Conference and the belief in the missionary value is by no means common to these cities now and has apparently been decreasing. The obvious conclusion is that there is less necessity for considering the potential missionary value in the selection of the annual meeting place.

4. A fact which becomes of increasing significance is the increasing number of Negro social workers. Public social work, particularly under civil service, is bringing into the picture more Negro workers and this is bound to increase. It is the belief of the Committee that the increasing number of Negro delegates in our group increases a problem, which we have faced constructively in the past, of securing adequate and proper treatment of our Negro delegates. The Committee realizes that an important precedent has been set up by the action of the Executive Committee in removing the Conference from a city because that city failed to carry out an understanding that there would be no racial discrimination in the matter of housing, use of public dining rooms and restaurants and other public facilities. The Committee is keenly aware of the fact that if this is to be the policy of the National Conference, it would automatically bar invitations from all cities south of the Mason and Dixon line, from all of the border cities and from a large proportion of northern cities, a situation which, obviously, no one wishes to contemplate. The returns from our inquiry indicate that very few cities could really guarantee no discrimination whatsoever. In the West Coast cities there would be little difficulty on the score of Negro delegation, although none have made any statement with

## 1937 Proceedings Available

COMMENTS received by the Conference office on the 1937 Proceedings were almost unanimously enthusiastic; many readers saying it is one of the best volumes ever published. Copies of the Proceedings still are available and may be ordered directly from the publishers, the University of Chicago Press, 5750 Ellis Ave., Chicago. The retail price is \$3.

regard to Chinese and Japanese. Denver, Detroit, Buffalo, Atlantic City and perhaps Boston and Philadelphia might be included as cities which give fair assurance. However, this thought is based largely on the opinion of local social workers under present conditions. There is reason to believe that were we to announce such a policy, that many hotel associations and chambers of commerce would refuse to join in with an invitation.

5. All of these factors as stated, in our opinion, place the greatest emphasis on the importance of making the Conference accessible to the various areas of the country recurrently. This obtains regardless of any current enthusiasm, or lack of it, on the part of the cities for inviting the Conference. There is indicated, on the part of the Conference the creation of some conscious method to move itself around the country, which is more definite and more controlled than dependence on local inspiration to submit an invitation. At least there must be some way of balancing this desire, or lack of desire, of a local community to have the Conference against the Conference's obligation to make itself accessible to workers in given areas, and in the light of the precedent set there must be an agreed-upon policy of a kind that will not bar the Conference from making itself accessible to the various parts of the country.

### POLICY

The foregoing discussion indicates the importance of a policy in regard to the making of the time and place decision. It has been the practice of the Conference to move itself about the various sections of the country in response to invitation from cities eager to play host to the Conference. The tradition has been built up and maintained that the Conference is a forum for the expression of social work opinion and ideas, and that it holds aloof from any official action in regard to political, economic or social issues, local or otherwise.

However, with regard to one issue the Conference has a traditional policy. It has endeavored to secure for the members and delegates attending the same rights, privileges and treatment regardless of race or color. The method used has been quiet negotiation with local communities. The record of progress in the past decade is a matter of pride to all who study it. The secret of success has been the conviction the method has carried that we seek not to revolutionize the social practice and conventions of the community but to guarantee that they do not operate to discriminate



against any of our delegates in their full participation in what the Conference has to offer.

Each year has seen some progress and each success makes the next step easier. As the Kansas City (1934) situation illustrated, it has been possible for the Conference by quiet negotiation through its officers to induce a community to modify its conventions to a degree never before achieved in regard to the treatment of our delegates, and at the same time to leave behind a spirit of goodwill and fairer understanding.

It is essential that this continue to be the policy and the method followed by the Conference. Your Committee recommends the following points as a basic policy upon which the time and place decision shall be made:

1. That the Conference meet recurrently in a series of predetermined areas, these areas to be selected and announced by the Executive Committee, in such a way as to reach the maximum number of individual social workers, public officials and volunteers in all parts of the country, and to reach those cities eager and able to play host to the Conference.

2. That the Conference, through the process of selection of and negotiation with each Conference city, continue its traditional practice to achieve progress in securing non-discriminating treatment of all of its delegates.

#### RECOMMENDATION, PROCEDURE AND PRACTICE

To carry out these policies and meet the problems thus far discussed, your Committee is of the opinion that there should be certain changes in the Constitution and By-laws of the Conference along the lines suggested herewith:

1. The Time and Place Committee should be organized on the same basis as the Executive and Section Committees with a three-year term overlapping membership, one-third to be changed each year. The Committee should be primarily an administrative committee acting in behalf of the Executive Committee appointed by that Committee.

2. The Time and Place Committee and the General Secretary of the Conference should be charged with stimulating invitations from acceptable cities according to some plan of pre-determined areas to be worked out.

3. The Time and Place Committee to announce at each annual meeting the acceptable cities from which invitations have been had for the meeting two years from that date.

4. During the following year the General Secretary

### Invitations For 1940

THE office of the National Conference of Social Work will be pleased to hear from representatives of cities planning to invite the Conference for its 1940 meeting. Full details concerning requirements and procedure may be obtained from the office. The 1939 Annual Meeting is scheduled for Buffalo.

and the Time and Place Committee should be empowered to conduct inquiry and negotiations leading to the final selection of the city, this selection to be recommended to the Executive Committee for action at the next annual business meeting. In the event of a negative vote by the Conference membership the question is referred back to the Executive Committee with power.

5. The criteria to be used by the Time and Place Committee in selecting acceptable cities should be determined by the Executive Committee along such lines as the following:

- (a) Adequate, clean housing and feeding facilities for all delegates.

- (b) Adequate meeting places for the Conference open to all delegates without discrimination.

- (c) Assurance that the social and civic agencies of the city are willing to have the Conference.

- (d) A guarantee of sufficient funds to operate the Conference meeting-machinery under the Conference administration. This should be according to a form to be established by the Executive Committee as a part of the negotiations with the city selected. It should provide for the carrying of a greater share of the local financial burden by commercial interests, and a smaller share by the local social work group, than is now the case. The greater administrative cost which would fall upon the Conference should be shared by the various Associate Groups since it represents in part expense incident to the holding of their meetings and by those attending the Conference.

- (e) Assurance that vigorous membership solicitation will be made.

- (f) Supplementary inducements, such as special vacation, sightseeing or other features which the vicinity offers to Conference delegates.

#### PRE-DETERMINED AREAS

As a result of the Committee's inquiry and discussion, there appeared to be between 25 and 30 cities which might accommodate the Conference. Several of these are very doubtful either in the minds of local people or the Committee or both, particularly Salt Lake City, Denver, Columbus, Indianapolis and Pittsburgh. New York, because of its too great size, should probably be included. The cities group themselves quite naturally into five divisions, of which the following is a tentative arrangement.

- I. **East Coast:** Boston, New York, Atlantic City, Philadelphia, Baltimore, Washington and Montreal.

- II. **East Central:** Toronto, Buffalo, Cleveland, Pittsburgh, Detroit, Columbus, Cincinnati, Louisville and Indianapolis.

- III. **West Central:** Chicago, Milwaukee, St. Paul, Minneapolis, St. Louis and Kansas City.

- IV. **South:** Atlanta, Memphis, New Orleans and Houston.

- V. **West:** Denver, Salt Lake City, Seattle, Portland, San Francisco and Los Angeles.

In each there are a number of cities which are desirable and apparently able to handle the Conference.

It is interesting that the replies to our inquiry were



almost unanimous in their approval of some plan of establishing pre-determined areas. Quite without provocation, there was unsolicited suggestion of Atlantic City as a recurrent meeting place by a number of cities. This agrees with the reaction secured by the Committee members from individuals. The suggestions ranged from meeting in Atlantic City every other year to once in every four years.

These areas could be used by the Time and Place Committee and General Secretary in their search for acceptable places willing to invite in some such manner as the following:

- 1939—II. East Central
- 1940—IV. South
- 1941—I. East Coast
- 1942—III. West Central
- 1943—V. West
- 1944—I. East Coast
- 1945—IV. South
- 1946—II. East Central
- 1947—I. East Coast
- 1948—III. West Central
- 1949—V. West

This is weighted in favor of the larger centers of social work population but would take the Conference to the Pacific Coast and to the deep South about once in five years. It would also make it possible to meet frequently in Atlantic City, as the eastern seaboard cities which are so close together would undoubtedly prefer to see the Conference held there.

## The Amendment

The proposed amendment reads as follows:

"It is proposed that Section 4, Paragraph 1 (b) of the By-laws be stricken out and in its place as Section 4,

Paragraph 2, the following shall be inserted:

"There shall be a committee on Time and Place which shall be composed of twenty-one members to be selected by the Executive Committee, seven each year for a term of three years. In the year 1938 twenty-one members shall be selected, of whom seven shall be chosen to serve for three years; seven for two years; and seven for one year. Thereafter, the Executive Committee shall select seven members each year, each for a term of three years.

"This committee in conjunction with the General Secretary shall stimulate invitations from acceptable cities and shall announce to each annual meeting the acceptable cities from which invitations have been received for the meeting two years from that date. In conjunction with the General Secretary, the committee shall be empowered to conduct inquiry and negotiations leading to the final selection of the place of the meeting.

"The committee shall report its findings to the Executive Committee not later than the fourth day of the meeting, and the Executive Committee shall transmit this report to the Conference with its approval or other findings thereon. Action on the report of the Executive Committee shall be by a rising vote. The city receiving the highest vote shall be selected.

"In the event of a negative vote upon the Executive Committee's recommendation, the question shall be referred back to the Executive Committee with power to act; but no selection shall be made in contravention of the vote of the Conference membership taken at such annual meeting. The criteria used by the Committee on Time and Place in selecting acceptable cities for places of meeting of the annual session shall be established by the Executive Committee."

## REGIONAL MEMBERSHIP QUOTAS FOR 1938

(Continued from Page 8)

<b>UTAH</b>			
Salt Lake City.....	Rose Porter .....	84.00	112.00
<b>VERMONT</b>			
Westminster.....	W. Irving Mayo, Jr.....	50.00	67.00
<b>VIRGINIA</b>			
Richmond.....		313.00	417.00
Norfolk.....		39.00	52.00
<b>WASHINGTON</b>			
Seattle.....	John F. Hall.....	569.00	757.00
Tacoma.....		163.00	217.00
Spokane.....	R. L. Bayne.....	113.00	151.00
<b>WEST VIRGINIA</b>			
Charleston.....		204.00	272.00
<b>WISCONSIN</b>			
Milwaukee.....		721.00	959.00
Madison.....		316.00	421.00
<b>WYOMING</b>			
Cheyenne.....		38.00	51.00
<b>HAWAII</b>			
Honolulu.....		94.00	125.00
<b>PUERTO RICO</b>			
San Juan.....		50.00	67.00

## THE TREASURER'S REPORT

### Unexpected Drop in Membership Total Leads to Deficit; Campaign for New Members Counted on to Bolster 1938 Conference Income

IT is with a feeling of disappointment the Treasurer must report the financial expectations for 1937 of the National Conference of Social Work have not been fulfilled. We entered the year with a net deficit of \$5,427.31, due largely to the unexpected expenditures imposed upon the Conference by a shift of the Annual Meeting to Atlantic City in 1936.

For 1937 we adopted a budget which called for an income of \$51,190.00 of which \$47,790.00 was estimated income from memberships. We had every reason to expect that this income, estimated on past experience, would be forthcoming. The budget expenditures for 1937 were estimated at \$45,650.00, leaving a margin of \$6,140.00 between the estimated income and the estimated expenditures for 1937, an amount sufficient to liquidate the deficit.

Unfortunately, our income from memberships did not reach our estimate. Instead of a net gain of 836 members, as originally estimated, we suffered a loss of 576. Our estimate of membership income for this year was based on the renewal rate of the preceding year plus what seemed to be a reasonable estimate of new memberships for 1937. The 1937 experience has shown a reduction in the renewal rate, particularly in the \$3.00 class, of 11 per cent, and in the \$25.00 class, of four per cent. Also, due to the fact there is a much greater use of the free registration privilege of agency memberships, the new memberships, particularly in the \$3.00 class, did not equal our estimate by a considerable number. Therefore, instead of having a gain in membership and membership income, we suffered not only a loss in number of members but a loss in membership income. The total income for the year has been \$49,350.09 instead of \$51,790.00 as estimated.

Our budgetary expenditures have also exceeded our estimate by \$1,824.73, most of this in two items, travel and printing, or under the second classification under the item of annual meeting. To our budgeted expenditures we had to add the payment of \$871.76 Social Security tax, which was assessed against the Conference by a ruling made early in the year.

The net result is a deficit of \$7,818.22, which we are carrying into 1938, so instead of decreasing our deficit we increased it.

For 1938 the budget estimate of income is \$47,000.00 and the estimate of expenditures is \$47,000.00. The 1938 budget estimate has been prepared to carry the Conference forward on the same basis, approximately, as at the present time with such adjustments as are nec-

essary in view of the 1938 meeting being held in Seattle. The prospective membership income without unusual efforts to increase it, will not support a larger budget. This budget makes no provision for paying the deficit of \$7,818.22 which we carry into 1938. Provision for this must be made either from special contributions, from increased membership not already counted on, or radical retrenchment of the Conference program.

It seems apparent that the size of the Conference and the scope of its activities require more funds than the present membership provides. Continuation on the present basis means continuation of increasingly unbalanced budgets, which obviously cannot go on. Further, it is unsound to depend upon special contributions to balance the budget. A stable and normally increasing membership is the healthier basis for the operation of the Conference. This, the Executive Committee has recognized by appointing Mr. Elwood Street as chairman of a special committee to devise ways and means of increasing support through increased membership. It is the recommendation of the Treasurer that the budget for 1938 be adopted as presented. During 1938 the work of Mr. Street's committee will give an opportunity to see what an active campaign for membership will produce. If the membership income will enable us to balance the budget on our present basis, the Conference can, of course, continue with its present scope of activities, but if this should not happen despite an active campaign for memberships, the program for 1939 may have to be curtailed so that the Conference can operate without an annual deficit and perhaps permit liquidating the accumulated deficit. It is believed, however, that the memberships can be increased to support a progressively improved Conference program of activities.

—ARCH MANDEL,  
Treasurer.

### To Mail International Proceedings

PROCEEDINGS of the London meeting of the International Conference on Social Work are to be mailed to members of the International Conference this month or next, according to Alexander Farquharson, general secretary of the International Conference. In a letter to the National Conference of Social Work office, Mr. Farquharson said the book was expected to be completed during January and mailed directly to members.

## FINANCIAL STATEMENT AND BUDGET

### National Conference of Social Work

#### FINANCIAL STATEMENT

##### January 1—December 31, 1937

Operating Balance, January 1.....\$1,347.25

#### Receipts:

Memberships .....\$44,267.97  
Contributions ..... 1,177.56  
Sales, Bulletin ..... 106.85  
Sales, Proceedings ..... 1,451.97  
Refunds ..... 987.40  
Miscellaneous ..... 11.09

Total Receipts .....\$48,002.84

Total Receipts and Balance.....\$49,350.09

#### \*Expenditures:

Salaries, proper .....\$22,894.05  
Salaries, Employee's Tax..... 159.51  
Travel ..... 6,521.66  
Printing ..... 12,410.14  
Postage ..... 2,900.97  
Supplies ..... 529.61  
Telephone and Telegraph..... 560.58  
Rent ..... 880.00  
Equipment and Repairs..... 395.53  
Miscellaneous ..... 1,197.16  
Refunds ..... 87.00  
Tax, Federal O. A. A..... 219.59  
Tax, State Unemployment..... 540.26

Total Expenditures .....\$49,296.06

Balance .....\$ 54.03

#### \*Functional Distribution of Expenditures:

General Administration .....\$14,733.94  
Membership and Publicity..... 4,007.45  
Annual Meeting ..... 4,719.56  
Proceedings ..... 8,074.82  
Bulletin ..... 3,933.58  
Salary Tax ..... 899.74  
Office Operation ..... 12,028.30  
Other ..... 898.67

Total .....\$49,296.06

#### MEMBERSHIP STATEMENT, 1937

	\$3	\$5	\$10	\$25	Total
Memberships, Dec. 31, 1936 renewable in 1937	3813	2937	480	482	7712
1936 Memberships renewed in 1937	1238	2079	434	368	4119
Add unpaid guarantees				12	12
New Members 1937	1733	959	188	85	2965
Add unpaid guarantees				40	40
Total Members, Dec. 31, 1937	2971	3038	622	505	7136
Net Gain	-842	101	142	23	-576
1937 Renewal Rate	33%	71%	90%	79%	

#### Estimates, 1938

	980	2157	560	399	4096
1937 Memberships renewed in 1938 (est.)	980	2157	560	399	4096
New Members (est.)	2000	1000	175	100	3275
Total Estimated	2980	3157	735	499	7371
Net Gain	9	119	113	-6	235

#### Membership Growth

	1934	1935	1936	1937	1938 (est.)	Gain
1934	1646	2196	239	384	4465	
1935	2346	2674	353	424	5797	1332
1936	3813	2937	480	482	7712	1915
1937	2971	3038	622	505	7136	-576
1938 (est.)	2980	3157	735	499	7371	235

#### BUDGET STATEMENT

January 1—December 31, 1937, and Budget, 1938

	Budget 1937	Actual 1937	Budget 1938
<b>Income:</b>			
Membership	\$47,790.00	\$42,667.97	\$42,500.00
Guarantees	2,000.00	700.00	2,000.00
Miscellaneous	2,000.00	3,619.09	2,500.00

Total.....\$51,790.00 \$46,987.06 47,000.00

#### Expenditures:

	Budget 1937	Actual 1937	Budget 1938
Salaries	\$23,890.00	\$24,031.42	\$23,440.00
Travel	5,550.00	6,467.07	6,750.00
Printing	9,950.00	10,569.46	9,850.00
Postage	3,000.00	2,737.49	3,000.00
Supplies	1,000.00	710.62	800.00
Telephone & Telegraph	500.00	492.87	500.00
Rent	960.00	960.00	960.00
Equipment and Repairs	300.00	400.56	300.00
Miscellaneous	500.00	1,018.24	500.00
Refunds		87.00	
Social Security Tax		871.76	900.00

Total.....\$45,650.00 \$48,346.49\* \$47,000.00

General Administration	\$14,700.00	\$14,897.19	\$14,900.00
Membership and Publicity	4,200.00	4,113.52	3,950.00
Annual Meeting	3,700.00	5,003.69	4,700.00
Proceedings	5,650.00	6,016.31	5,650.00
Bulletin	4,000.00	4,192.75	4,000.00
Office Operation	12,900.00	12,527.10	12,400.00
Other	500.00	724.17	500.00
Social Security Tax		871.76	900.00

Total.....\$45,650.00 \$48,346.49\* \$47,000.00

\*Includes \$9,246.95 unpaid bills.

#### RECAPITULATIONS

Total Assets and Liabilities, December 31, 1937

Operating Balance, January 1, 1937	\$ 1,347.25
Receipts, January 1—December 31, 1937	48,002.84
Unpaid Guarantees	1,300.00
Bills Receivable	74.70

Total Assets .....\$50,724.79  
Deficit ..... 7,818.22

Expenditures, January 1—December 31, 1937.....\$49,296.06  
Unpaid Bills, December 31, 1937.....\*9,246.95

Total Liabilities	\$58,543.01
*Proceedings	\$ 5,380.49
Salaries	980.83
Printing	1,443.78
Travel expense, officers and committees	803.03
Miscellaneous	638.82

\$ 9,246.95



## ELECTION TIME APPROACHES

### Rules Governing Voting Procedure Presented; Ballots Will Be Mailed To Conference Members Shortly Before April 1

**B**ALLOTS will be mailed shortly before April 1 to all members of the National Conference of Social Work who are eligible to vote or may become eligible before the Seattle meeting. Thus this is the time for a check-up on candidates and election procedure.

According to Section 8 of the By-Laws, "Any person may vote at any annual meeting of the National Conference of Social Work, provided (1) That he is a member in good standing at the last preceding annual meeting. However, if he was not in good standing at the time of such meeting by reason of non-payment of dues, then subsequent payment of such dues shall satisfy the requirements of this subsection.

(The election committee has interpreted the last sentence as applying only to persons having a record of previous membership. It does not permit one who never has been a member until this year to acquire the voting privilege by paying last year's dues.)

"Any institutional member, or any institution which is a contributing member as defined in Article 1 of these By-laws, may cast its vote at any annual meeting of the Conference by designating any member of its board or staff who shall appear personally to cast the said ballot."

The official election ballot will be mailed to all members of the Conference who under the Constitution and By-laws have established the right to vote by payment of current membership fees or can establish the right to vote by the payment of membership fees prior to the close of the polls at 5 o'clock p. m., Thursday, June 30, at Conference headquarters. Complete instructions as to the use of the ballot, together with a return envelope, will be enclosed with the ballot when it is mailed from the Conference office.

Ballots may be returned in either of two ways: (1) Members may mail them to Conference headquarters in Columbus; such ballots must be received at the Conference office by June 16. (2) Members may deposit them at a specified polling place in Conference headquarters in Seattle before the close of the polls.

"Ballots returned by mail must be signed by the voter and shall be discarded as invalid if received without such signature," the By-laws specify.

A majority vote determines the election winner. A committee of three tellers appointed by the president

tabulates the votes and the results are announced during the annual meeting.

Following are the nominees for 1938-39 officers:

For President: Paul U. Kellogg, The Survey, New York City.

For First Vice-President: Edward L. Ryerson, Jr., Council of Social Agencies, Chicago, Illinois.

For Second Vice-President: Ida M. Cannon, Massachusetts General Hospital, Boston, Massachusetts.

For Third Vice-President: Jane Hoey, Social Security Board, Washington, D. C.

The following were nominated for the Executive Committee, term to expire 1941. (Seven to be elected.)

The Reverend C. Rankin Barnes, San Diego, California.

Karl de Schweinitz, Pennsylvania School of Social Work, Philadelphia, Pennsylvania.

Charles F. Ernst, State Department of Social Security, Olympia, Washington.

A. L. Foster, Chicago Urban League, Chicago, Illinois.

Julius Goldman, Community Chest, New Orleans, Louisiana.

Harry Greenstein, Associated Jewish Charities, Baltimore, Maryland.

Eva Hance, Federal Emergency Relief Administration, San Francisco, California.

Fred K. Hoehler, American Public Welfare Association, Chicago, Illinois.

Cheney C. Jones, New England Home for Little Wanderers, Boston, Massachusetts.

The Reverend C. Hubert Le Blond, Bishop of St. Joseph, St. Joseph, Missouri.

James N. Myers, Federal Council of the Churches of Christ in America, New York City.

Clara Paul Paige, Chicago Relief Administration, Chicago, Illinois.

Mary S. Stanton, Council of Social Agencies, Los Angeles, California.

Walter W. Whitson, Houston-Harris County Relief Board, Houston, Texas.

Candidates for positions on various committees and sections were published in the last July Bulletin.

### Plan Y. M. C. A. Summer School

**F**ROM June 30 to July 11, the Pacific Northwest Young Men's Christian Association Summer School will be in session at Seabeck, a salt water beach community on the Olympic Peninsula, near Seattle. Delegates attending the Annual Meeting in Seattle will be welcome to enroll in the school. Information may be obtained from Wesley F. Rennie, principal, or John H. Rudd, promotion director, at the Young Men's Christian Association, Seattle.

## PROPOSE SIMPLIFICATION OF ELECTION PROCEDURE

**W**HEN provision was made for a mail vote for officers and committee members of the Conference some five or six years ago it increased the number of members voting for officers from around 500 to about 2,500 each year. At the same time, it reduced almost to the vanishing point the number of ballots cast at the polls maintained at Conference headquarters, according to Constitutional provision, during Conference week.

For the past three or four years a Committee on Elections has been set up and on duty at Conference headquarters for a day and a half during the Conference week in order to receive at the most not more than a dozen or fifteen ballots. Recognizing this situation, the Executive Committee appointed a special committee with Elwood Street as chairman to reconsider the whole question of the election machinery and to bring in a recommendation.

The recommendation is embodied in the following amendment. It provides for the elimination of the Elections Committee as such and places in the hands of the Committee on Tellers all questions on jurisdiction, as to right to vote, which may be brought before it. It provides that ballots may be deposited at Conference headquarters and then handled in the same way that the majority of ballots are handled and turned over to the Committee on Tellers.

At its last meeting, the Executive Committee gave careful consideration to this amendment and voted unanimously to recommend its adoption at the next annual business session of the Conference.

The proposed amendment provides the following:

"Amend section 7 of the By-laws . . . so that the said section shall read as follows:

"The official ballot shall be sent by mail, to their address of record in the Conference office, to all members of the Conference entitled to vote, or who may become entitled to vote, by the renewal of membership or otherwise, not later than sixty days before the date designated each year for the closing of the polls.

"Ballots may be returned by mail to the Conference office, but must be received in said office not later than the tenth day preceding the announced date of the first session of the annual Conference; or they may be deposited at the registration desk provided at Conference headquarters, at any time during the period which said registration desk is officially open, but not later than the end of the third day of the Conference. Ballots returned by mail must be signed by the voter, and shall be discarded as invalid if received without such signature.

"Amend By-law 3 by striking out the said By-law and substituting therefor the following:

"The President shall appoint a committee of three tellers to whom the General Secretary shall turn over

all ballots cast by mail as provided in section 7 of these By-laws. The General Secretary shall at the close of the registration desk at the end of the third day of the Conference, turn over to the Committee of Tellers all ballots that shall have been filed at the registration desk as provided in said section 7. The ballots shall be counted by the tellers and the result shall be announced at the next general session of the Conference. Election shall be by majority of the ballots cast."

## Suggest Candidates

**Y**OUR suggestions for possible candidates for 1939. 40 National Conference officers will be welcomed by Miss Evelyn Davis, National Organization for Public Health Nursing, 50 W. 50th St., New York City. Miss Davis is chairman of the Conference Committee on Nominations which will report on a list of nominees at the Seattle meeting.

## Hotel Headquarters

Group	Hotel
National Conference of Social Work .....	Olympic
American Association of Medical Social Workers .....	Olympic
American Association of Psychiatric Social Workers .....	New Washington
American Association of Schools of Social Work .....	New Washington
American Association of Social Workers .....	Olympic
American Association of Visiting Teachers Benjamin Franklin	
American Birth Control League .....	Hungerford
American Public Welfare Association .....	Olympic
Association of Junior Leagues of America .....	Sorrento
Child Welfare League of America .....	Olympic
Church Conference of Social Work .....	Roosevelt
Community Chest and Councils .....	Edmond Meany
Council of Women for Home Missions .....	Roosevelt
Episcopal Social Work Conference .....	New Washington
Family Welfare Association of America .....	Olympic
International Society for Crippled Children .....	Gowman
Life Insurance Adjustment Bureau .....	Mayflower
National Association for Aid to Dependent Children .....	Olympic
National Association of Training Schools .....	New Washington
National Association for Travelers Aid and Transient Service .....	New Washington
National Committee on Volunteers in Social Work .....	Sorrento
National Council, Young Men's Christian Associations .....	Mayflower
National Girls' Work Council .....	Benjamin Franklin
National Institute of Immigrant Welfare .....	Olympic
National Probation Association .....	Olympic

## MEMBERSHIP STUDY MADE

### Growth of Conference and Fluctuation of Memberships Revealed in Study of Records from 1933 to 1937

IN an effort to determine the nature and significance of membership fluctuation in the National Conference of Social Work, the Conference recently undertook a study of its membership during the period, 1933-37. Revealed, among other points, was the striking growth of Conference membership through the influx of new workers in public agencies and the shifting in and out of Conference membership of these persons. The tables below indicate the results of this study.

Included is an analysis of the records of 12,994 persons and 1,436 agencies, a total of 14,430 members that have belonged one or more years during the five-year period. Not included in the tables are five individuals who have maintained contributing memberships at \$25 per year during the entire period and one person who maintained a contributing membership of \$25 for one year only. Also excluded in the analysis is the single agency member maintaining a contributing membership of \$100 per year, one community fund which appropriates \$150 yearly in lieu of any agency memberships in that city and a group of fewer than ten agencies maintaining \$3 memberships.

For purposes of this study, a "new member" is one who has not been a member during the preceding year irrespective of a possible earlier membership record. A "continued member" is one whose membership is continued from the preceding year but not necessarily over a longer period. A "dropped member" is one

who has made no payment of a membership fee during a complete year.

In connection with the influx of new personnel in the field of social work beginning with 1934, it is interesting to note the marked decrease in the renewal rate, particularly in the \$3 class, since that time. Another factor apparently contributing to the decrease in the renewal rate was the introduction of compulsory registration at the Atlantic City meeting. More than 4,000 new members came into the Conference that year. In the \$3 class alone 2,526 became members for the first time, and 2,115 of them dropped out at the end of their first year.

While the privilege of free registration of a certain number of staff and board members has been granted to agency members for several years, only last year was the privilege apparently used by many persons who formerly maintained personal memberships.

Surveying the picture as a whole, the most encouraging fact is that the number of continued members has shown a steady increase each year during the period studied. The new memberships have shown a steady increase through 1936, but a considerable reduction occurred in 1937, due probably to the extensive use of the free registration privilege. On the other hand, the number as well as the percentage dropped have shown a steady increase to a point where these figures should be given serious study so far as future arrangements are concerned. The study includes ten tables. Two of them, presented here, summarize the facts:

#### SUMMARY BY ALL CLASSES OF MEMBERSHIP

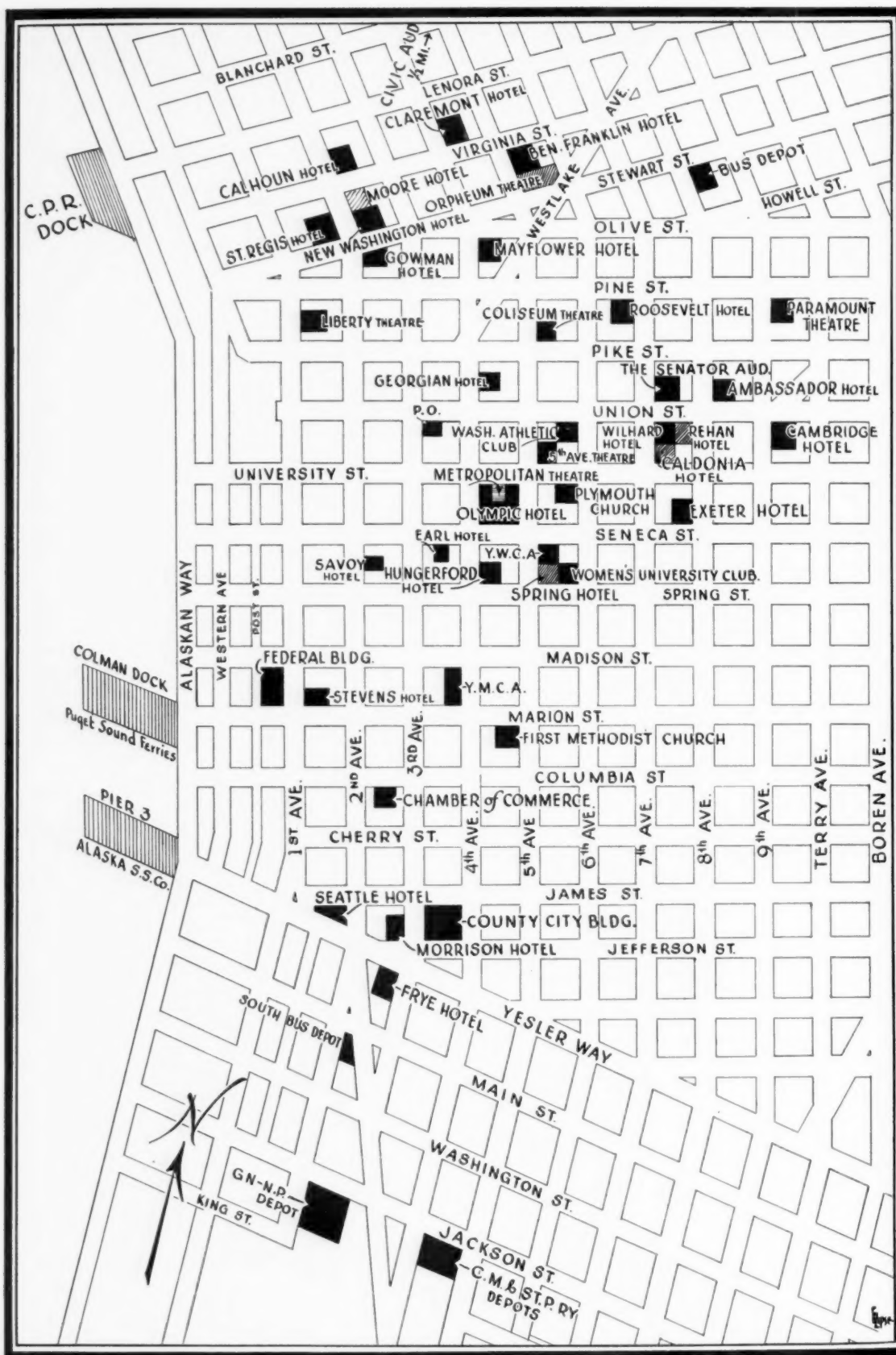
Classes	1933 Detroit	1934 Kansas City	1935 Montreal	1936 Atlantic City	1937 Indianapolis
Continued	2956	2826	2970	3678	4114
New	788	1573	2845	4028	2895
Total	3744	4399	5815	7706	7009
Dropped	.....	918	1429	2140	3590

#### NUMBER OF YEARS OF MEMBERSHIP BY CLASS

Class	One Year	Two Years	Three Years	Four Years	Five Years	Total
PERSONAL						
\$3	5490	985	360	221	522	7578
\$5	2526	926	560	303	956	5271
\$10	24	33	9	13	66	145
Total	8040	1944	929	537	1544	12994
Per Cent	61.8	14.9	7.2	4.2	11.9	100.0
AGENCIES						
\$5	35	28	21	13	87	184
\$10	225	113	102	18	126	584
\$25	185	155	59	32	237	668
Total	445	296	182	63	450	1436
Per Cent	31.0	20.6	12.7	4.4	31.3	100.0



## MAP OF DOWNTOWN SEATTLE



## HOTEL RATES FOR CONFERENCE WEEK

THOSE who attend the 65th Annual Meeting of the National Conference of Social Work in Seattle have twenty-three designated hotels from which to choose their accommodations. Rates for single rooms start at \$1.50. As illustrated on the key map on page

18, all the hotels but one are in the downtown area. That exception is the Edmond Meany which is two blocks from the beautiful University of Washington campus, north of the downtown district. The hotels designated for Conference use and rates follow:

	Without private bath		With private bath			Suites for more than one person
	Single	Double	Single	Double*	Twin-Bed	
Benjamin Franklin.....			\$3.50-4	\$4.50-5.50	\$6-7	
Calhoun.....	\$2	\$2.50	\$2.50	\$3.50		
Earl.....	\$3	\$4		\$5		
Edmond Meany.....			\$4	\$5.50	\$7	
Exeter.....			\$3	\$4-5.50		
Frye.....	\$2.50	\$3	\$3.50	\$4.50	\$5.50	For 4 persons. \$8.50-9.50 For 3 persons. \$7.50-8.50
Georgian.....	\$2	\$3				For 3 persons.....\$5.50 For 4 persons.....\$7
Gowman.....			\$3.50-4	\$5-6	\$7	
Hungerford.....	\$3.50	\$5		\$5	\$6	
Mayflower.....			\$3.50	\$4.50-5	\$5-6	
Moore.....	\$2	\$2.50	\$2.50-3	\$3.50-4	4	For 3 persons.....\$6 For 4 persons.....\$9
Morrison.....	\$1.50	\$2	\$2	\$3		
New Washington.....			\$3.50-4	\$5-5.50	\$6-7	For 3 persons...\$8.50-10 For 4 persons.....\$10-12
Olympic.....			\$4.50-5	\$6-7	\$7-10	
Rehan.....	\$1.50	\$2.50	\$2.50	\$4		
Roosevelt.....			\$3.50	\$4.50-5	\$6	For 3 persons.....\$8-9 For 4 persons.....\$9-10
St. Regis.....	\$2.50	\$3.50	\$4	\$5		
Savoy.....	\$2	\$2.50	\$3.50	\$5	\$6	For 3 persons.....\$7 For 4 persons.....\$8
Seattle.....	\$2	\$2.50	\$2.50	\$3.50		
Sorrento.....			\$3.00	\$5.00		
Stevens.....	\$2	\$2.50	\$2.50	\$3.50		
Waldorf.....	\$1.75-2	\$3	\$3	\$4	\$4.50	For 3 persons.....\$6.50 For 4 persons.....\$7.50
Wilhard.....	\$1.50	\$2				For 4 persons.....\$5

\*Room for two persons with double bed.

Note: Suites mean two rooms with connecting bath.

Certain Hotels will place cots in rooms at additional cost. Write to A. J. Barash, Hotel Mens Association, Green Bldg., Seattle, Wash.

## HOTEL RESERVATIONS

**I**F you plan to attend the annual meeting in Seattle, please send your request for hotel reservations at once. Delay reduces your opportunity to obtain your preferred type of accommodation. Only a moderate number of single room reservations remain. The Seattle hotels are assisting in every way possible to meet requests for specific reservations. It is suggested, however, that wherever possible, persons reserve double rooms and plan to share them with roommates.

Use the application form below. Indicate hotels of first, second and third choice. Mail applications to A. J. Barash, 708 Green Building, Seattle, Wash. The hotel in which your reservation is made will confirm your order. The Association can assume responsibility

only for reservations made through its office and in hotels specified for Conference use.

Because of the difficulties encountered last year through large numbers of advance reservations made but neither cancelled or kept, and in line with the practice of hotels in Seattle, a deposit of the amount of the first night's rate will be required with the reservation. If the reservation is cancelled before June 15 the money will be returned promptly. It is important to notify the hotel by letter or wire of any change in your date of arrival. The hotels are cooperating with us to avoid difficulties. Please cooperate with them by giving exact dates of arrival and departure and notifying them immediately of any necessary changes in your plans.

### APPLICATION FOR HOTEL ACCOMMODATIONS

Please make hotel reservations noted below:

Hotel..... First Choice  
 Hotel..... Second Choice  
 Hotel..... Third Choice

☐ Double Bed } Room without bath for..... person(s) Rate preferred \$..... per room  
☐ Single Bed }  
☐ Twin Beds } Room with bath for..... person(s) Rate preferred \$..... per room

Arriving June..... at..... A. M. .... P. M.

Departing June.....

If the hotel of first choice is unable to accept the reservation, the HOUSING COMMITTEE will endeavor to comply with your second and third choices in the order named. You will receive direct confirmation from the hotel accepting the reservation when made.

Rooms will be occupied by:

Name

Address

Deposit of \$..... is enclosed. See paragraph above.

Mail to

Signed

A. J. Barash

Address

708 Green Building

City and State

Seattle, Washington

The OLYMPIC IS HEADQUARTERS HOTEL for the National Conference of Social Work. A number of the Associate and Special Groups have designated special hotel headquarters as listed on page 16. Registration, Information Service, etc., will be at the SENATOR AUDITORIUM. Please use blank when writing for your hotel reservations.